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JULY 5, 1918

NO. 6

# THE CIVILIAN

A FORTNIGHTLY JOURNAL  
DEVOTED TO THE INTERESTS  
OF THE  
CIVIL SERVICE OF CANADA

## FEATURES

An Epic of the War.  
Civil Servants in the War.  
The Postal Convention.  
Women's Column.  
C. E. F. premiums on Government Policies.  
The Model Law.  
Personals,—Appointments, etc.  
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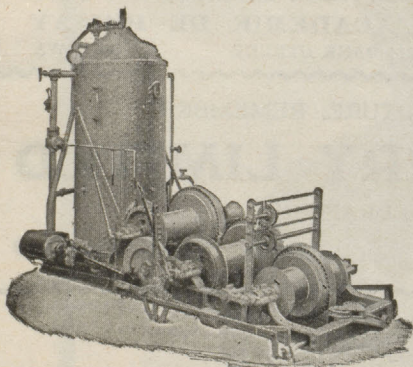
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# THE CIVILIAN

VOL. XI.

JULY 5, 1918.

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## An Epic of the War

**The Splendid Career of Burdette Harmon, Civil Servant, Soldier and Gallant Gentleman,—Now Numbered with the Empire's Hero Dead.**

One by one our best and bravest are paying the supreme sacrifice. Steadily the band of heroes who answered the first call to arms is dwindling. "Original Firsts" remaining at the front are pitifully few and the civil servants among them are now but a handful.



LIEUT. BURDETTE W. HARMON, M.C., D.C.M., Etc.,  
Department of the Naval Service.

In the last issue of *The Civilian*, brief announcement was made of the death of Lieut. B. W. Harmon, M.C.; his name having appeared in an official casualty list on the strength of a German report.



Born at Woodstock, N.B., on April 3rd, 1888, a son of Mr. and Mrs. A. W. Harmon, Burdette William Harmon was twenty-four years of age when he entered the Civil Service in 1912. When the war broke out he was up on the Pribyloff Islands, in the North Pacific, with an international party, inspecting the breeding grounds of the fur seals. A United States revenue cutter brought news of Britain's declaration against Germany. Without a moment's hesitation Harmon boarded the cutter and reached Unalaska, whence he got a boat for Vancouver, thus saving much time over the regular route of return. At Ottawa he got permission to enlist, then hastened on to his old home town where he joined the Engineers and went with them to Valcartier, where he was officially "taken on strength."

Of his months of training with the 1st Field Company, Canadian Engineers, C.E.F., nothing is recorded, but at Festubert, on the 21st of May, 1915, he sprang into the lime-light. This is how his exploit is described in the official war-book, "Canada in Flanders":

"It was in the course of the struggle in the Orchard that Sapper Harmon . . . performed one of those exploits which have made Canadian arms shine in this war. He was attached to a party of twelve sappers and fifty infantrymen of the 3rd Canadian Battalion which constructed a barricade of sandbags across the road leading to the Orchard in the face of heavy fire. Later, this barricade was partly demolished by a shell, and Harmon actually repaired it while under fire from a machine gun only sixty yards away. Of the party in whose company Harmon first went out, six of the twelve sappers were wounded and of the fifty infantrymen six were killed and twenty-four wounded. Later, he remained in the Orchard alone for thirty-six hours constructing tunnels under a hedge with a view to further operations."

He came out of the shambles of Festubert unharmed, was promoted Corporal, and, at Givenchy, on the 15th of June following, eclipsed his former exploits. When he was recovering from his wounds in the Duchess of Connaught's hospital he told the story of his experiences, which forms one of the most thrilling chapters of the book, "Earl Kitchener and the Great War."

He was one of seven Engineers told off to accompany seven parties of bombers of the 1st Battalion who were to rush the German trenches after the explosion of the great mine which the Canadians had burrowed and loaded under the enemy's lines. After an hour's instruction on the plans from Lieut.-Col (now Brig. Gen.) F. W. Hill, they took post. The mine was fired and they rushed through its chaos into the German trenches.

"Our orders were to go down that trench to hell," he says. A hundred yards along they discovered two cables, each an inch thick, composed of many small wires and insulated. While some of the party severed these lines of communication by putting them across the edge of one shovel and hammering it with another, Harmon and his companions built a sandbag barricade. Then over and forward they went for another hundred yards, ignoring the wounded and the dugouts which might contain enemies. At the end of that distance only Harmon and a sergeant were left. Then they saw Germans in the crooked ditch, right before them. They knelt and opened fire with their rifles. At the fourth shot the sergeant's head was blown off by some missile.

Harmon dashed back, found ten men and led forward to where the body of the sergeant lay. Six of the ten fell under rifle and shrapnel fire before that point was reached. Harmon and the four survivors began to pile up sandbags to block the trench. Then the Germans began to pitch bombs among them and the Canadian party had none to throw back. One exploded beside Harmon and wounded him in eight places. Helpless to hold out, they retired to the trench where the Canadian infantry had established a line.

Bleeding, dizzy and exhausted, Harmon told his comrades he could no longer "carry on," and retired a few yards to a German dugout where he lay down. Of this incident he wrote:



"I dwell on this point because my conscience troubles me. I should not have left those fellows. As a matter of life and death I could have used my rifle with a measure (though small, I admit) of efficiency. . . . I wish to point out to anyone who finds anything praiseworthy in my conduct that when I retired to that dugout, while yet able to hold a rifle, I nullified any credit due to me."

(Does the record of the war hold a finer story of heroic humiliation than this?)

Then came the order to retire. The troops on the flanks had not advanced as far, the 1st Battalion had lost 600 out of 750 men, the bombs were exhausted and the enemy were closing in from three sides. The helpless wounded had to be abandoned. Harmon had just enough strength to keep up with the other survivors until they regained the Canadian trenches.

Describing Harmon's return, his bed-mate, Leonard Allen, wrote: "I saw a bloody-looking object coming along the trench, waving his arms like a madman with excitement, and I recognized his voice at once. . . . He wouldn't let me touch him or send a man back with him, a mile and a half . . . to the dressing station. . . . I found out from the doctor afterwards that he had two bullets in one leg, one in his side, one in the back, a cut down his cheek and two fingers on his left hand badly smashed. . . . He would not let them take a German helmet that he had strapped to his waist for a souvenir."

For his "conspicuous gallantry and devotion" in these two actions Harmon was awarded the Distinguished Conduct Medal. The Order conferring the decoration summarizes the above stories and says, in part: "*After the first line of trenches had been taken and nearly all the party killed or wounded, Sapper Harmon armed himself with bombs and continued to force his way forward until he had exhausted the supply and could get no more.*"

About this time he was also awarded the Cross of St. George of Russia, and shortly afterwards he received a commission as lieutenant.

As an officer his career was no less splendid than as a sapper. Early in 1917 he received his third decoration—the Military Cross. According to the official Order, he "*led a raiding party, bombed three dugouts, inflicting many casualties, and brought back two unwounded prisoners.*"

In April, 1917, he was again in the casualty list as wounded.

During the past year little has been learned of Harmon's life, but those who knew him know that, wherever he was and whatever his duty may have been, he "carried on" regardless of everything but his lofty conception of duty. The last chapter of his life has yet to be written. How he came to be reported by the British as "missing," and by the Germans as "dead," is, as yet, a story unknown, but sure it is that in Burdette Harmon there lived and died as brave a man as ever wore a British uniform.

### OUR HONOURS WON.

The following is from the official Order awarding the Military Cross to Captain Arthur William Black, 21st Battalion (Post Office Department, Ottawa): *A strong force of the enemy, using flammenwerfer, raided his position under cover of an intense barrage. Though wounded early in the operation, he led a counter-attack, drove off the enemy, inflicting heavy losses on them, and completely restored the situation. His magnificent courage and initiative were an inspiration to his men.*

The Military Cross has been awarded to Lieut. S. H. Ogden, a young member of the Department of Customs staff who has won his way steadily upward since he enlisted with the 77th Battalion. When he went overseas he was battalion sergeant-major, and he received his commission on the other side. He is now scout officer of an infantry unit at the front and it is for his work in that capacity, during operations in April, that he has been decorated.

Customs men in the C.E.F. recently Mentioned in Despatches, in addition to those noted in the last issue of *The Civilian*, in-



clude Major G. H. Cook (second Mention) and Capt. S. G. McSpadden.

The first actual decoration to be bestowed upon a woman of the Canadian Civil Service for distinguished service in the military forces in this war has been won by Miss Annie H. McNichol. The cables announce that she is gazetted to receive the Royal Red Cross of the second class. Miss McNichol belongs to the staff of the Money Order Exchange Office, Post Office Department, Ottawa. At the outbreak of the war she at once volunteered for active service and her commission as nursing sister in the Canadian Army Medical Corps is dated August 13th, 1914—nine days after the declaration of war.

A cable announces award of the D.C.M. to Sergt. Charles Olmsted, Royal Canadian Dragoons. Sergt. Olmsted had already received both the British and Belgian Military Medals and had been recommended for the D.C.M. several times. He belongs to the Department of the Interior, is one of the "Original Firsts" and is now home on leave.

Lieut. Edward Thomas Mennie has won a Military Cross. He belongs to the Department of the Interior, went overseas with the 207th, transferred to the 38th, was wounded in a trench raid on April 26th, and is now in hospital in England. It is understood that the decoration is awarded for successful work in the raid in which he was wounded.

The Order awarding the Military Cross to Lieut. John Edwards Pugh (Indian Affairs, Edmonton), says that he *accomplished twenty bombing raids and fifteen photographic expeditions. Despite strong enemy fire, he took 108 photographs in two days and dropped three quarters of a ton of bombs in five days.*

### WAR PERSONALS.

Matron Jean Stronach, decorated with the Royal Red Cross, first class, is a sister of Lieut. "Bert" Stronach. Nursing Sister Marion Ruddick, who receives the same decoration, is a daughter of J. A. Ruddick, of the Department of Agriculture.

Driver W. J. Gallichin, died of accident in England, was a brother of Walter Galli-

chin, of the Ottawa post office. He enlisted when eighteen years old.

Major Cecil Russell, awarded the D.S.O., is a son of Robert Russell, sub-collector of customs at Pembroke. Maj. Russell, who is a graduate of the Royal Military College, was stationed with the Royal Canadian Engineers at Halifax and Esquimalt for some years before the outbreak of war. While in the West he enlisted for service in France and went overseas with a pioneer battalion. He is 31 years of age. Two other sons of this family have also seen active service. Lieut. Irving Russell won his commission on the field with the Pioneers, and Bomber Godfrey Russell, of the heavy artillery, was gassed and is now in England.

Lieut. J. W. Dowling, R.N.A.S., accidentally killed, was a son of F. W. Dowling, superintendent of Government telegraphs at Prince Rupert.

On the eve of his enlistment in the C.E.F., George Shields, of the Department of Labour, was presented with a wrist watch by members of the staff.

Constable A. C. Pryor (101) of the Dominion Police is back on duty after being overseas twenty-six months. He was discharged after having had a nasty experience with gas, though at the time he carried on, refusing to leave his unit. Constable Pryor had won four medals in Africa before this war broke out, having been in the Matabele war of 1896, the last Boer war (Queen's and King's medals) and the Zulu rebellion of 1906. When he joined up with the 3rd Divisional Train for the present war he was given his old rank of Sergeant-Major.

At Chalmers church, Kingston, a tablet was unveiled to the memory of Lieut. A. R. Stewart, R.C.H.A., son of Postmaster and Mrs. Stewart, who was killed July 9th, 1917.

Michael Jenkins, 2nd Battalion, a former Dominion Police constable, has been released from a German prison camp after three years' sufferings.

Capt. J. F. C. Maunder, M.C., who has been home on furlough, is about to return to the front.

Sergt. W. E. Rainboth, wounded, is a son of A. J. Rainboth, of the Geodetic Survey.



### THE ROLL OF HONOUR.

Every possible precaution has been taken in compiling the Public Service Roll of Honour to enter therein only the names of *bona fide* volunteers from the civil staffs of Dominion Government departments. Names sent in for publication from unofficial sources have usually been withheld until the report was confirmed by departmental authority. This system has been a useful safeguard against imposition, though it has sometimes caused vexatious delays. It has had, also, a final and unanticipated result of leaving in the "unconfirmed" category the names of a number of civil servants reported to have enlisted, but whom the editors have been unable to identify in official lists. A number of these names are published hereunder, and the editors request that readers who have any information concerning the civil department or military service of any of these men will send in such information for *The Civilian's* records.

Reported as enlisted with 74th Battery—Ernest M. Wilson, Matthew Gorman.

Reported as with a Forestry Draft—M. Moorehouse, 240½ Bank street.

Reported as enlisted with 73rd Battery—L. E. McCooley, 666 Frank street; M. Lecarpenter, 66 Frank street; J. M. Roe, 213 Patterson avenue; A. J. McCaskey, Quebec city; J. Tourangeau, 130 Laurier avenue, Hull; J. H. Mann, 9 Gordon street; George Carrier, 14 Dollard street, Hull; J. E. Neville, 194 Laurier avenue west; F. E. Thatcher, River Park; J. C. Logan, 9 Hawthorne avenue; M. Kenney, Post Office Department.

With other artillery units—J. W. Ford, 231 Bay street; J. E. McElery, 280 Gladstone avenue; Wm. Lecarpenter, 66 Frank street.

With 207th Battalion—James Alex. Anderson, Sidney C. Hooper, Herbert Devine, Arcadine Montminy, Roland N. Kidd, Massey R. Moffatt, Wilfrid Lonsdale, Jos. M. B. Acheson.

\* \* \*

The name of W. G. Smith, Finance Department, the youngest son of Wm. Smith, of the Archives, is added to the list for the same reasons which actuated the editors in adding the name of Mr. Chester Payne some

time ago, and his name closes *The Civilian* Honour Roll for the time being.

### CIVIL SERVICE CASUALTIES.

ROBT. B. ANDERSON, wounded, was on the civil staff of the Department of Militia and Defence before he enlisted. He is injured in the hand and face, but not seriously. Previously he had suffered from gas and trench fever. He is an artilleryman and a brother of Sergt. Roy Anderson.

### SAVED THE GUNS.

Lieut. Norman Fee, of the Royal Garrison Artillery, in civil life accountant of the Public Archives, greatly distinguished himself during recent operations in France, and has since been promoted adjutant of his brigade. A semi-official report of his noteworthy service says:

"On the second morning of action, when going to batteries of his brigade, he met what was left of the division coming back out of the line, and was advised not to press further forward. However, he continued past the batteries, and located the enemy leisurely coming up the hill. With his runner he quietly picked off the leaders and ultimately retired amid showers of bullets from our own lines and those of the advancing enemy. He managed to get back to a telephone line and sent a message to headquarters reporting the situation. As a result the batteries were ordered to withdraw and the guns saved."

### NEW BLACK ROD.

When the Parliament buildings were destroyed by fire, the "Black Rod," symbol of the office of the Gentleman Usher of the Senate, was lost, and Col. Ernest J. Chambers has been carrying a substitute since. Now he is to have a real Black Rod again, for the British Lord Chancellor has presented a brand new and correct one to the Canadian Senate. Sir Robert Borden has inspected it and it will soon be on its way to Ottawa.



# THE CIVILIAN

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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, July 5, 1918

## THE NATIONAL DUTY.

WE MUST GO ON OR GO  
UNDER.

—Lloyd-George.

## OUR BOYS

Previously reported:

Dead . . . . .	335
Wounded . . . . .	474
Prisoners . . . . .	22

## WOUNDED

R. B. ANDERSON.

## THE POSTAL CONVENTION.

On July 8th delegates of the Dominion Postal Clerks' Association from every province of the Dominion will assemble in convention at Toronto. This organization of civil servants has, since its formation, been the most lively, industrious and aggressive member on the Federation's muster roll. Deemed at times by some as, perhaps, over-zealous in the pursuit of their aims and objects, it requires but a casual knowledge of the

calamities to which the postal service has been subjected by Sir George Foster's 99 per cent of the canker of political patronage to justify the D.P.C.A. in all they have done. Indeed a full knowledge of the horrors of that system would make a red-blooded man wonder at the moderation of their course of action. The result of the convention's deliberations will be awaited with interest. *The Civilian* proposes to devote its issue of the 19th July almost entirely to the D.P.C.A. in honour of the manly part the association has played in organization affairs and as an appreciation of the loyalty its officers have displayed in their unvarying support of the Federation in making representations to the Government on behalf of reform and improved conditions. The delegates come not to Toronto on a pleasure trip. Experience has taught the lesson that civil servants must depend largely upon their own exertions to arouse public opinion to a realization of the need for a better and a still better Civil Service law. And so this convention assumes the dignity, if not the status, of a war board of the Cabinet, prepared with the full knowledge of all the evil effects of a demoralizing system to propose remedies to repair the injuries wrought upon national efficiency which is so necessary at this time. And so may wise leadership and well reasoned counsel distinguish your deliberations. This is the greeting of *The Civilian* to the D.P.C.A.

## THE WAR AND BUSINESS.

A Toronto business organization has issued a pamphlet in the interests of a policy of unrestricted business at this time, that is, unrestricted as to unessentials, luxuries, etc. We doubt very much if this is a sound economic policy at this stage in the war. The pamphlet carries the title at the head of this article and seems to be merely the old disastrous cry of "Business as Usual" under a smoke screen.



*Nothing* is "as usual" now,—nor will be for decades to come. It will take centuries to restore the accumulated goods destroyed in this war—flocks and herds, food, clothing, manufactures of every sort, buildings, highways, etc., etc., etc. How is this to be done if we do not devote every bit of the productive force of the world to the task—and *begin now*? With our millions of dead and maimed workers, our ruined factories and our hundreds of thousands of helpless pensioners in every land, the task will be an appalling one even if every bit of human energy is organized and devoted to it.

The argument of "keeping business going in the country" is all bosh. Speaking of Canada's problem separately Canadians can't make themselves or the country richer by buying and selling among themselves any more than the proverbial islanders could support themselves by each taking in another's washing. If we can manufacture and *export* goods it will help our trade balance—now hard against us—but manufacture for home consumption should be restricted to necessities. The production of luxuries wastes labour and material required for the production of necessities.

When one buys an article from a merchant, the merchant asks the manufacturer for another to replace it. The manufacturer assembles material and labor to produce the new article. If the article is not a necessity, this labour and material is wasted. Further, by going into the market for labour and material, the manufacturer competes with the Government, munition plants and farmers for labour, and with the munition maker for material also. This competition raises costs and the Government has to pay more for carrying on the war. Thus the national debt is increased and the burden of future taxes made heavier.

Every bit of labour and material in the world to-day should be engaged

in either producing war material or in providing necessities. If the luxury industries were cut off, floods of labour and material would be diverted to the necessity industries. Thus the price of necessities would be kept down. As forcible closing of luxury industries does not seem probable, it is up to the patriotic buying public to reduce the economic waste of the operation of such industries by declining to buy their products.

We don't need the luxury industries to keep all our labour employed and to use all available material of every sort. Necessity industries will absorb them all and the consumer will benefit.

After the war there will be a time when it will be the duty of every man with a dollar to spare to spend it and to direct his expenditure as wisely as possible. Thousands of idle factories will have to be supplied with business and millions of disbanded soldiers and discharged munition workers will have to be provided with work. Against that surely-coming time we must save. By saving now we help in two ways: we withdraw from competition against the national war effort and we render ourselves capable for fighting the national industrial depression that is sure to follow the war. If, in the interval, we invest our savings, no matter how small, in Government war securities, we add a third national service to the other two.

We must save if we would serve. We can save only by dispensing with luxuries and interpreting "necessities" in a very narrow sense. True, the great majority of civil servants, whose salaries have not by any means kept pace with the ever increasing cost of living, are under little temptation to be wasteful in their expenditures. Nevertheless the foregoing preachment holds good for one and all. One of the traits of the Anglo-Saxon temperament is said to be prodigality. Let us all save in the little things and so acquire a useful habit



which will help us to beat the bally Hun after, as well as during, the war.

### THE HALCYON CLUB.

A great event indeed in the history of Service organization was the opening of the Halcyon Club, a report of which appears in the Women's Page in the present issue. The importance of the event is magnified in view of the new and better status that women are taking in the world's affairs. *The Civilian* believes that women will make good in their new sphere of duty and influence, and that the world will be the better for their co-operation in the greater events of life. The doubter and the scoffer will no doubt be found among the ranks of the men, but certain it is that the masculine type of the human family can feel nothing but shame for the chaos into which man's administration has brought man and woman alike.

Those who feel pride and admiration for the sex of our mothers, and who were fortunate enough to be present at the opening of the Halcyon Club, were overjoyed at the performance of the two principle Civil Service actors in the opening ceremonies. Both Miss Tremblay and Miss Edna Inglis covered themselves with glory, and the part they played so well reflected credit upon both the Women's Branch and the Halcyon Club. Miss Tremblay was thoroughness itself, and yet not too diffusive, in the detail of the matter composing her introductory address. Dignified and facile in her delivery she was, and the little touch of French on her tongue lent a pleasing charm to an altogether capital address. Miss Edna Inglis, in bestowing a bouquet upon Her Excellency, and in dispensing compliments upon the donors of gifts and co-operation, exhibited a graceful dash and a pretty readiness to fit the

appropriate word and the proper gesture at the right time. Not the least part of her performance was the naive discipline administered to the Mayor for the good-natured cynicism of his speech, when she turned to him and expressed the hope that "he would learn to love us individually."

The large attendance augers well for the success of the club and there will no doubt be a new impetus given to the Red Cross work under the improved facilities provided for that purpose. *The Civilian* wishes the club all success and will be glad to promise such co-operation as it may be within the power of the Service journal to extend.

### FIGS AND THISTLES.

"By their fruits ye shall know them." This applies to fruit trees, thistles, men, acts of parliament, and other things.

There is an old Civil Service Superannuation Act on the statute books—two of them, in fact. Their fruit was not good, inasmuch as it pleased neither the Service nor the Government, so the Government decreed that they should bear no longer. Remnants of the old crop are still hanging on the branches, however. Then the Government planted a new seed, labelled "Retirement Act," and it has developed a thistle. So the Government is not eager to try a new experiment along similar lines.

Referring to the fruit of the old Superannuation Acts, a correspondent forwards some interesting details, gathered from the pages of Public Accounts for the fiscal year 1916. At the beginning of the period covered by that report, 736 persons were receiving superannuation. During the year, 54 of them died and 44 persons were placed on the list. The gross payments were \$474,541, while contributions by the Service amounted to only \$71,845. That is to say, the



Government added \$5.60 to each \$1 it received.

The fifty-four persons who died in that year were annual recipients of \$32,840—an average of \$608 apiece. The forty-four who were placed on the list were entitled to \$46,268—an average of \$1,051 each.

The senior man on the list was W. H. McCrea, who was superannuated in 1873 because of infirmity, being then thirty-nine years of age and having served fourteen years. His allowance was \$505 per year. I. St. Amour was superannuated in 1875, H. McMillan in 1877, J. B. Eager in 1877, E. Daigneault in 1880, W. P. Marter in 1882, D. A. MacDonald in 1882, and G. W. Grant in 1883. The largest annual allowance was \$4,900, and the smallest \$72.

Some defects inherent in the old system are revealed by even such a cursory glance at its results. Instead of being discouraged at its former failures to devise a suitable retirement scheme, the Government should utilize the valuable experience it has secured and be thus the better enabled to prepare an equitable plan that will achieve all the purposes desired.

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Carry on.

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S.O.S.O.S.

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If you have the right kind of conscience the regulations of the food controller will not worry you.

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Would it be too daring to refer to the new system of merit-promotions as "Lemon-aid"?

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The civil servant unfit for military service, who does three weeks' harvest work, is a patriot and worthy confrere of the boys overseas. Besides, he can have a mighty good time in his fourth week with three weeks' wages in his pocket.

Welcome to the Halcyon Club! It has a great field of usefulness before it.

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For the first time in the life of *The Civilian* we have on our mailing list a real live Minister of the Crown, who became a subscriber without being canvassed and who set the very good example to other civil servants of sending his dollar in advance. Our ministerial subscriber is the Hon. L. A. Sifton.

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The work of the war editor is made pleasant these days by the small number of Civil Service casualties reported and by the large number of decorations and other recognitions of the valour of our men and women overseas that are gazetted. The Service has paid dearly in blood and lives for the honours now awarded.

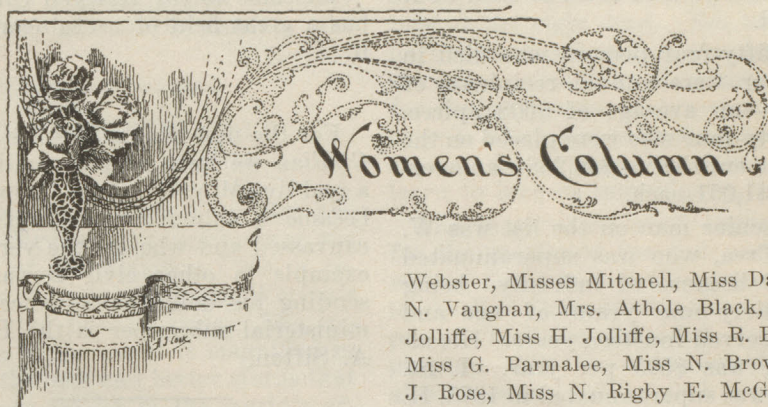
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We publish in this issue an article from *The Civilian*, London, England, indicating that the trend of opinion among our confreres in the British Isles is in the direction of greater political status and power. There is at present no indication of such an opinion being held by the representatives of the Canadian Service. We do, however, protest strenuously against any possibility of losing our present political rights.

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No head of a branch nor deputy head of a department should have any objection to an inquiry into the affairs of his staff by the Civil Service Commission. If his organization is perfect, only credit can come to him from the inquiry. If there are imperfections beyond his power to rectify, the Commission, with its great powers under the new Act, will eliminate them for him. He that has nothing to hide need have no fears.





### Belgian Farm Booth at Street Fair.

As in the past two years the Women's Branch again played an important part in the Street Fair which was held June 19th and 20th by the Ottawa Women's Canadian Club to replenish the funds of the Soldiers' and Sailors' Comforts Committee. Miss Jessie Parmelee, as convener of the Correspondence Committee is a member of the above mentioned committee and with the aid of all her assistants under the able direction of Mrs. T. W. Crothers produced a most attractive stall in the Belgian Farm Booth. All kinds of farm produce was to be bought at the booth, from butter, cream and cheese to a hen, a pig and sacks of flour. The home cooking was snapped up as quickly as it appeared and the pretty dairy maids were apt busy serving salads, ice cream, butter milk, sweet-milk, and all manner of nice things to eat.

Raffles on a canary, parasol, hen, pig, and a couple of cheeses brought good returns, the tickets being drawn by Mrs. Martin Burrell.

Much credit is due Mrs. Crothers not only for her efficient management, but for the bright ideas that made the booth so attractive and resulted in \$678.88 being turned in to the fund. Everything, including decorations, was donated by the committee and their friends.

Mrs. Crothers and Miss Parmelee had as their assistants Mrs. C. MacGillivray, Mrs. W. T. Macoun, Miss H. Hill, Miss H. Jonse, Miss I. McTrempe, Miss Gilbert, Miss Ramsay, Miss Elliott, Miss McMillan,

Webster, Misses Mitchell, Miss Daly, Miss N. Vaughan, Mrs. Athole Black, Miss E. Jolliffe, Miss H. Jolliffe, Miss R. Parmalee, Miss G. Parmalee, Miss N. Brown, Miss J. Rose, Miss N. Rigby E. McGerr Miss E. J. Todd, Miss McEwan, Miss J. MacEwan Mrs. Canty Miss Low Miss Anderson, Miss White, Miss Waterman, Miss Corbett, Miss Tray; also Mrs Horace King, Mrs. Cameron Miss Melba Concannon (New York), Miss Heney, Miss J. McKellar, Miss Pearl Parish.

### Opening of the Halcyon Club.

The happy culmination of a long cherished plan of the Women's Branch of the Civil Service Association of Ottawa was reached on Wednesday afternoon, June 26th, when her Excellency the Duchess of Devonshire formally opened the Halcyon Club.

In her address of welcome to Her Excellency, Miss Tremblay, President of the Women's Branch, gave a brief outline of the aims and aspirations of the Club, and expressed her thanks to those who had so ably, by their untiring energy, made the "Halcyon Club" a possibility. In this connection special mention was made of the work of Miss Edna Inglis, convener of the House Committee; Miss M. D. Doyle and Miss Florence Burt, Membership Committee, and Miss Alice Wilson and Miss M. Lafleur, who organized the Civil Service Unit of the Red Cross, which is at present under the excellent management of Miss M. C. Russell.

Acknowledgment was also made to Henry Birks & Sons and James Hope & Sons for their courtesy and kindness in giving the use of rooms for the Red Cross work of the association previous to their obtaining their present quarters. Grateful acknowledgment was also expressed for the assistance given



to the Club by the Minister of Public Works and the officials of his Department.

At the conclusion of her introductory remarks, Miss Tremblay turned with a curtsy to Her Excellency and asked her to formally declare the Halcyon Club open. Her Excellency, in dignified terms, complimented all concerned in the establishment of the Club and wishing the Club every measure of success declared the Club formally open.

Mayor Fisher made a short speech, in which he eulogized the women of the Service for their initiative in organizing their Club and conveyed his wishes for the success of the undertaking, and, following this, Miss Inglis presented Her Excellency with a bouquet of orchids as a souvenir of the occasion and expressed on behalf of the members their deep appreciation of her kindness in opening the Club and evincing her interest in the activities of the women of the Civil Service.

There were about four hundred present, including the officers of the association, club members and their guests. Among the

latter were noticed many of the Cabinet Ministers' wives and deputy heads of departments, as well as the representatives from the numerous clubs and organizations of the city.

### Donations.

The House Committee is extremely grateful to all who have so generously contributed to the Club. Pictures have been donated by Mr. Fred. Colson and Mr. Chas. Copeland, and also by the Grand Trunk and Canadian Pacific Railways.

Mr. John Stewart presented the Club with a very handsome pedestal and bird cage, and cheques were received from two friends of the Club.

The handsome stage furniture was donated by the Women's Branch of the Civil Service Association and adds very materially to the general appearance of the Lounge, and Mrs. J. C. Sears, who might be called one of the pioneers among the women of the Civil Service, presented the Club with a handsome clock.

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**PAYMENT OF PREMIUMS ON  
GOVERNMENT INSURANCE  
POLICIES BY MEN IN  
C.E.F.**

*(Extract of Order-in-Council, 15th June, 1918)*

The Board had under consideration a report from the Honourable the Minister of Finance, setting forth that he has received from the Superintendent of Insurance a memorandum pointing out that certain Civil Servants whose civil pay will, by reason of the Order-in-Council dated the 21st May, 1918 (P.C. 1240), be discontinued after the 15th July, 1918, hold insurance policies issued under the Civil Service Insurance Act, the premiums for which are being paid by deduction from their civil pay; that these men enlisted in the belief that their civil pay would be continued and their insurance thus fully provided for, and that, therefore, should they be deprived of their civil pay without provision being made for the continuance of their policies in force, considerable hardship may result.

The Superintendent further points out that this hardship can, in a large measure, be avoided by allowing the insurance premiums payable by any such Civil Servant after the 15th July, 1918, to be made a lien upon the amount standing to his credit in the Retirement Fund, or if there is no such amount to his credit, to be made a charge against the actuarial reserve maintained in respect of the policy, such lien or charge to bear interest at six per cent per annum, the rate on which the premiums have been calculated.

The Minister, concurring in the report and recommendation of the Superintendent, recommends that an Order-in-Council be passed providing that a policy of life insurance issued under the Civil Service Insurance Act to any person in the civil employment of the Government, absent upon service with the Forces of His Majesty or any of His Majesty's allies, who by reason of the Order-in-Council of the 21st May, 1918 (P.C. 1240) will, after the 15th day of July, 1918, cease to receive any portion of the civil pay which he at present receives, shall not, after the said 15th day of July, lapse for non-payment of premium due thereon so long as the amount to his credit in the Retirement Fund created under the provisions of the Civil Service

Superannuation and Retirement Act, R.S.C., Chapter 17, or if there is no such amount to his credit, so long as the actuarial reserve maintained in respect of the policy is sufficient to provide for the payment of the said premium; that all premiums falling due on such policy after the said 15th day of July and before the insured's return to his civil employment in the Government, or before one year from the date of his discharge from service with the said Forces, whichever is the earlier, and not otherwise paid, shall constitute a lien in favour of the Government against the amount held to the credit of the insured in the said Retirement Fund, or if there is no such amount to his credit, against the amount of the actuarial reserve maintained in respect of the policy, such lien to bear interest at the rate of six per cent per annum until paid; and that the amount of such lien with interest as aforesaid, or such part thereof as shall be then unpaid shall be deducted from the amount payable by the Government to the insured or to his representatives as his share of the Retirement Fund or as the proceeds of the policy.

**IN THE SUPREME COURT OF  
ONTARIO.**

*Judicial Notice to the Creditors of the Civil  
Service Co-operative Supply  
Association.*

Pursuant to the Winding-up Order made herein, the creditors, note, bond and debenture holders of the above company, and all others, who have not already filed claims against the said company are, on or before the 18th day of July, 1918, to send by prepaid post to W. Y. Denison, Liquidator, 208 Laurier Avenue W., Ottawa, full particulars of their claims and the nature and amounts of the securities (if any) held by them and the specified value of such securities verified by oath, and in default thereof they will be peremptorily excluded from the benefits of the Winding-up Act.

The undersigned Local Master at Ottawa will, on the 22nd day of July, 1918, at eleven o'clock in the forenoon, at his Chambers in the Court House in the City of Ottawa, hear the report of the Liquidator upon the claims



of creditors submitted to him pursuant to this notice.

Dated this 29th day of June, 1918.

(Sgd.) J. BISHOP,  
Master at Ottawa.

Ewart, Scott, Maclaren & Kelley,  
Solicitors for Liquidator.

### STATUTORY LEAVE.

The following letter was addressed to the Acting Prime Minister on June 21st by the officers of the Federation, to which no reply has yet been received:

Hon. C. J. Doherty,  
Acting Prime Minister of Canada.

Sir,—

On behalf of the executive of the Civil Service Federation of Canada, I beg to make a request that the recent Order in Council regarding statutory leave with special provision for farm labour, which has been made applicable to the Inside Service only, be extended to the Outside Service also. It is thought that such an extension might result in some good work being performed on the land, especially in the West. Permit me to say, Sir, that Sir Geo. Foster recently expressed himself in favour of such an extension in the application of the Order in Council.

### FROM FAR AUSTRALIA.

In response to an editorial comment of *The Civilian*, the Public Service Journal of Victoria, Australia, sends the following greeting: To the far snow-bound sister State we gratefully acknowledge the well wishes of our confreres. Our fellows are fighting alongside theirs. Let us hope that the silken threads that bind us indissolubly may never be broken.

### CIVIL SERVICE COMMISSION.

The C. S. C. is advertising for an assistant mining engineer, in the Ore Dressing and Metallurgical Division of the Mines Branch, Department of Mines, Subdivision

A of the Second Division; initial salary, \$1,600 per annum.

Apply before July 29th to Wm. Foran, Secretary.

### THE WAR BONUS.

The Service will be put to the test of a considerable delay in the payment of the war bonus. A number of knotty questions arose in connection with the vote and the Government has submitted the whole question to the deputy ministers of the various departments for their report. There is no doubt that upon the receipt of these reports the bonus will be disbursed with as little delay as possible.

### AFFILIATION WITH LABOUR PARTY.

At a meeting of the Customs and Excise Federation of the United Kingdom, a resolution in favour of affiliation with the Labour Party was carried, with some dissent.

### DEPARTMENTAL CHANGES.

Orders in Council have passed effecting the following changes in the Ottawa Service: In the Department of Railways and Canals, the position of Assistant to the Minister and the position of Deputy Minister have been amalgamated and Mr. G. A. Bell has been appointed Acting Deputy Minister, Mr. A. W. Campbell having been given one year's leave of absence with full pay. In the Department of Agriculture the administration of the law in regard to patents and copyrights has been transferred from Department of Agriculture to the Department of Trade and Commerce, together with all officials now solely engaged in the administration thereof, and Mr. G. F. O'Halloran, the Deputy Minister of Agriculture, is transferred from the Department of Agriculture to the Department of Trade and Commerce under the title of Solicitor of Patents and Copyright, retaining his status as Deputy Minister. Mr. J. H. Grisdale, Director of Experimental Farms, has been appointed Acting Deputy Minister of Agriculture.



### CIVIL RIGHTS.

(*The Civilian, London, England.*)

A fortnight ago in discussing the relations of the Civil Service to the new Labour Party we concluded our article with a reference to the highly important question of Civil Rights. We may be sure that one result of the rapid movement of opinion among civil servants which we then recorded will be a determined effort to secure full political rights for themselves, both as individuals and in their Associations. The spectacle of officers of the Army standing for election while on active service and taking their seats in the House of Commons after a successful contest has been an admirable object-lesson to the Civil Service. What is good enough for the son of the Earl of Derby, especially since that nobleman is Secretary of State for War, is good enough for the servant of the Crown in other spheres, whether he be a private in the Army, a postman, or a staff clerk. In its quite clever talk round this subject the Royal Commission Report, after a fair enough presentation of the case for individual Civil Rights, went on to say: "In the first place, we have little doubt that complete liberty of political action for all officials alike would inevitably result in frequent conflicts between the desires and interests of the officer as a citizen and his duty as an official, and that such conflicts could not fail to have a disastrous effect on the morale of the public service."

Now, if there is one thing more important than the morale of the public service it is the morale of the Army. If the opinion of the Royal Commission is worth anything, then the fact that Lord Stanley, with his peculiar relationship, is at once an officer of His Majesty's Army, and a member of the House of Commons, must have placed that gentleman frequently in a most embarrassing position. What, for example, are his views on the Cambrai affair? And what does he think of the general onslaught on high officers of the Army? Has he two opinions, one as an officer himself, sworn to obey his superiors, and the other as a Tory M.P.? The answer is that he must be guided by his own common sense, as no doubt he is. And the answer to the Royal Commissioners is that they had no intention what-

ever of suggesting a rule which might apply to men of Lord Stanley's social and political position, but that, under the guise of a long-spun-out argument for and against, they were obviously stating the case for the exclusion from political action of a well-trained, highly educated, and completely organized section of the community.

### NOTICE TO CO-OPERATORS.

Legal notice appears in this issue regarding claims against the Civil Service Co-operative Supply Association. Claimants must file their claims as directed or they will not be entertained.

Former notices of claims are not effective.

### PUBLIC WORKS ORGANIZE IN OTTAWA.

In St. Anne's Hall, in Ottawa, on the 19th June, there assembled an enthusiastic gathering of about 350 employees of the Public Works Department, the object of the meeting being for the purpose of organizing the employees into the Dominion Public Works Association, affiliated with the Civil Service Federation of Canada. The speakers of the evening were Mr. Mathison, President of the Public Works Federation, and Mr. F. Grierson, President of the Civil Service Federation. Both of these gentlemen addressed the meeting in English, their addresses, as well as the address given in French by Mr. Jos. Seguin, were received with hearty applause.

The officers were elected by acclamation, and are as follows: President, D. A. Hickman; Vice-President, Jos. Seguin; Secretary, Fred. Jacques; Treasurer, Wm. Jenkins.

Two hundred and fifty members joined after the meeting, and it is expected that another 200 will be in by the next meeting.

The meeting closed by the large audience singing the National Anthem.



## STUMBLING BLOCKS.

Individually the public servant is mostly a good fellow and interested in all the sports and hobbies of his fellow-men. But take him collectively, and it would defy the reasoning powers of a professor of logic to understand his attitude on matters vitally affecting his own interests.

Mention industrial arbitration to Jones, for instance. "Yes," he'll agree. "A jolly good thing if we could get awards in the Service." Oh, yes, he quite believes in it for the Service. Later on, go to his room, and find him one of a number discussing the same subject. Jones, Brown and Robinson are emphatic in their denunciation of the application of it to their own profession or section. "Too much bally political business," says Brown. "Yes," replies Robinson; "Trades Hall tactics are no good to us." "There are other means of doing the trick besides getting in with bootmakers, bricklayers, and so on," weakly agrees Jones!

Look among the members of your own section for examples. The same Brown, Jones and Robinson are good fellows, but are they all members of the Association? No! Why? Ask Brown! He'll probably say: "Well, I don't believe in anything the Service takes up—they've had so and so and they've all been failures." Brown doesn't seem to realize that he and his kidney are the causes of these failures; that his indifference and "take it for granted" attitude to the matters that concern his well-being are the stumbling blocks to progress. Put it to Jones, and after boxing the compass for ten minutes he will jerk out, "I don't see how I can get anything out of it. I'm on the maximum, and it can't do much for me." Shades of unity and fraternity! There speaks one type of civil servant. "I can't get anything out of it!"

What we have to impress on civil servants is the fact that they, as a body, must keep abreast of the times, and recognize that nothing can be accomplished by the individual, as a unit, to better the conditions of the whole, but by joining their associations and endeavouring to assist their appointed delegates in furthering their interests, not necessarily monetary, improving

their position in the community, and eliminating the Browns, Jones and Robinsons.—*Public Service Journal, Victoria, Aus.*

## THE HYMN OF EGYPT.

(By one of "the boys" in Palestine, sung to the tune, "From Greenland's Icy Mountains.")

We came from Turkey's mountains  
To Egypt's blazing strand,  
Where Afric's sunny fountains  
Are mostly choked with sand.  
We've seen its ancient river,  
We've seen its palmy plain,  
Our greatest hope is never  
To see the place again.

We've been to Pompey's pillar,  
We've fished in the canal,  
If we haven't had a sunstroke,  
No doubt in time we shall.  
They've placed us East of Suez,  
Our heads are fit to burst,  
And we quite agree with Kipling  
That "a man can raise a thirst."

We've felt those gentle showers,  
Whose very rain is sand,  
We've seen, like Joseph's brethren,  
The bareness of the land.  
We've tried the plagues of Egypt,  
We know the flies and lice,  
We sympathize with Pharaoh  
Who hadn't any ice.

What though the spicy breezes  
Blow soft off Ceylon's Isle;  
They ain't much use to us blokes  
What sweat beside the Nile.  
In vain, with lavish kindness,  
We're promised veal and ham,  
But stew is giv'n to remind us,  
And no one cares a d——.

From Side Bishr to Kubri,  
From Suez to El Strait,  
There's nothing here but niggers,  
Each blacker than your hat.  
The sun has scorched our noses,  
And our idea of bliss  
Is for another Moses  
To take us out of this.

—H. E. R. B., Halifax, N.S.



### Personals.

*The following list includes changes in the personnel of the Civil Service during the months of April and May as far as obtainable:*

#### Appointments.

Agriculture:—Hugh A. Campbell, Div. 2B at \$1,200; Ernestine Carrier, Annie T. Kerrigan.

Archives:—Chas. A. Girdler, Div. 2B at \$1,400.

Civil Service Commission:—Nellie C. MacKay, Div. 3B at \$700; Vesta Pommerville, Margaret Munro, Isabel L. Day.

Conservation Commission:—Miss S. A. Young, Div. 3B at \$900; Elsie V. Cochrane, Div. 3B at \$850.

Inland Revenue:—Lawrence E. Johnson, Div. 2A; S. F. Belanger, Div. 2B at \$1,200.

Interior:—Wm. E. Morgan, Div. 2B at \$1,300; Ruby F. O'Neill, Div. 3B at \$1,000; Stella J. Burgess, Div. 3B at \$750; May Washington, Alice Marshall, Wm. F. Lothian, Eva R. Montgomery.

Labour:—Edith Burns.

Militia and Defence:—Regina Sauve.

Mines:—Mabel W. Godwin, Jas. Moran, Div. 2A; Fredk. W. Baridon and Ezra A. Thompson, Div. 2A.

Post Office:—Pauline Durocher, Frances E. Calvert, sorter; Adelaide Simard.

Privy Council:—Wm. Brisbois, messenger; Gerald H. Brown, Secy. Reconstruction and Development Comm., at \$3,300.

Northwest Mounted Police:—John A. Lynch, Div. 2B at \$1,100.

#### Promotions.

Agriculture:—W. A. Fraser to Div. 1B; Wm. Ide and C. W. C. Bate to Div. 1A; Geo. Robertson to Div. 2A.

Customs:—Jos. T. Martin to Collector at Shawinigan Falls; E. A. Green to Collector at Belleville.

Indian Affairs:—A. S. Williams to Div. 1A.

Marine and Fisheries:—Edna Stowe to Div. 3A.

Militia and Defence:—E. J. Boag to Div. 1B; Miss G. Dix, Miss M. M. Rigby, Miss M. B. Tucker to Div. 3A.

Post Office Dept.:—Joseph McCarey to Postmaster, Fredericton.

Privy Council:—P. G. Miller and F. J. Oliver to Div. 2B.

Printing and Stationery:—G. R. E. Ardouin, G. P. Andrews, D. McRenihan, J. F. Dowling to Div. 2B.

Public Works:—J. B. E. Bedard to Div. 1B; E. Huot, L. St. Denis, W. E. O'Brien, W. A. Beaton to Div. 2A; Gertrude Leyden, Gertrude Slack to Div. 3A.

Railways and Canals:—R. Dorman to Div. 2A.

Trade and Commerce:—F. E. Bawden to Div. 1B; V. Labelle, M. E. Thompson to Div. 3A.

#### Transfers.

Agriculture Dept.:—Chas. S. Wood from Outside to Inside Service.

Civil Service Commission:—R. Patching from Interior Dept.; Miss M. J. Kern from Interior Dept.

External Affairs:—Geo. F. Buskard from Public Works; J. F. Boyce, A. W. Merriam, J. Mailhot, J. C. Smith from Privy Council; Veronica Loasby from Railways and Canals.

Immigration and Colonization:—Lillian I. Copping from Interior.

Trade and Commerce:—H. B. Borbridge from Public Works.

Railways and Canals:—F. M. MacLennan from Outside to Inside Service, Div. 1A, Chief Auditor; C. E. Stevens from Outside to Inside Service, Div. 1B; G. H. Arthurs from Outside to Inside Service, Div. 2A.

#### Resignations.

Agriculture Dept.:—M. G. Morton, Geo. E. S. Bass.

Customs:—Arthur Bazinet; W. C. Tanner, Kenora; W. J. Streight, Toronto; H. A. Hampson, Athelstan; W. E. Ensign, Winnipeg; C. E. Stout, Calgary; E. D. Bateman, Calgary; W. J. Barker, Calgary; T. A. Mathew, Winnipeg; G. H. Pickel, Sherbrooke; M. E. Souliere, Sault Ste. Marie; F. H. Lachance, Athelstan; L. E. Perry, Freeport; Hamilton Morrow, Medicine Hat.

External Affairs:—E. T. Cunningham, Claude Boucher.

Indian Affairs:—Hamilton McVity.

Inland Revenue:—J. B. Richard, Dep. Coll., L'Epiphanie.

Interior:—Jas. T. Danis.

Marine and Fisheries:—W. P. Dickson.

Mines:—Geo. F. Sternberg, Marc Marchesseault.

Naval:—O. Ratier, V. W. Johnston.

Public Works:—H. R. Sims, Miss E. H. Moffatt, Miss E. M. Beatty.

Trade and Commerce:—H. Schryburt.



**Superannuations.**

Geo. G. Allen, Collector, Customs, Emerson, Man.

Jos. A. D'Entre'mont, Customs, Pubnico.

J. R. McCaffry, Customs, Toronto.

W. W. Atwood, Collector of Customs, Shelburne.

Alphonse Gallet, Customs, Montreal.

Geo. W. H. Comer, Customs, Kingston.

Wesley Pearson, Customs Toronto.

Thos. Bennie, Customs, Winnipeg.

John McGirr, Div. 2A, Indian Affairs.

Wm. J. Graham, Collector, Inland Revenue, Owen Sound.

Jas. Dunnet, Div. 2A, Interior.

Chas. Pope, Div. 2A, P. O. Dept.

John Morrissey, Kingston P. O.

Wm. J. Crowe, Clerk, Montreal P. O.

D. O'Donoghue, Montreal P. O.

John A. Kirkpatrick, Toronto P. O.

J. A. Gorman, Toronto P. O.

Robt. T. Daniel, Montreal P. O.

R. D. Woodrow, St. John P. O.

J. A. Genest, Sherbrooke P. O.

P. T. Kirwin, Secy. of State Dept.

**General.**

David Allan, postmaster of Grimsby, was elected High Chief Ranger of the Canadian Order of Foresters.

Lieut. Rodolphe Girard, an officer in the Forestry Corps, has been created an officer of public instruction by the French Government and decorated with the gold medal of

the order in recognition of his literary work. Lieut. Girard was on the translation staff of the House of Commons before he enlisted. He has won the *Croix de Guerre*.

**Obituary.**

Mrs. P. Murphy, who died on June 21st, was the mother of Emmett Murphy, of Railways and Canals.

H. L. Nicholson, for the past six years chief clerk in the Rossland customs house, died on June 1st.

Frederick C. Rand, collector of customs at Kentville, N.S., died on June 27th. He had been collector for King's county for thirty years and his father held the appointment for an equally long period before him.

Alfred Diguier, for eighteen years on the staff of the Department of Militia and Defence, died on June 18th, aged sixty-eight years.

Michael Koabel, lockmaster on the Welland canal at Port Colborne, fell into the canal while on duty on June 14th and was drowned.

A. J. Jeffrey, assistant librarian at the Parliament buildings in Toronto, who died on June 18th, was a brother of W. H. Jeffrey, of the Post Office Department.

The death occurred on June 20th of Frances Anne, widow of the late James Hopkirk, of the Department of Finance.

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## The Model Law

*(The following matter has been in type for six months, but on account of a surplus of material has been held. The subject of examinations dealt with is apropos at this time. The matter is the reproduction of an address delivered by Mr. Whitman, Chief Examiner, California State Civil Service Commission, during the last conference of Civil Service Commissioners.)*

The subject of examinations is to me exceedingly important, because that is the means of exercising the desired influence. It is machinery, it is our tool. An examination gives you the touch-stone by which you determine the value of the people coming into the Service. I should first like to suggest a few general principles with regard to examination and then take up the classifications in some detail and discuss the classifications as a part of the examination scheme. In the Model Law, advancement in the Service and elevation to higher positions is by promotion, restricted to people in the Service. That brings out this point, that your examinations themselves, or the machinery of examinations, must be so regulated that in selecting a person for the lowest grade and the starting point in any vocation, you must first determine the acquired knowledge necessary and requisite to the performing of the duties of that particular vocation. In addition to that you must determine if these people are to advance, if possible, their capacity to grow within their own vocation. To do that you must go into the subject of examinations with great care. That is a very difficult thing to do. I know of no one now who knows exactly how to accomplish that end; but there are lots of people striving for it. And I want to leave the suggestion that we should establish a procedure, a scientific procedure for the study of examinations to make us proficient in determining the capacity to grow, as well as being able to determine the requirements for any particular vocation. In attempting to do that I have drawn up a scheme for the scientific study of examinations and examination questions. The scheme has already been submitted through Professor Walter V. Scott, who is a leader in vocational work, and I shall submit it to you, and also through our Committee on Examination Standards. Professor Scott has left the university for a year, to devote his time to research work along that line. He is financed by the Carnegie Institute. Munsterburg has done some work along this line, and so have others. Perfection in examinations means our ultimate success. The Committee on Examination Standards hopes this coming year to assign to various Committees or various Commissions special vocations to study. We might assign to the New York City Commission the vocation of clerical work. Stenography is a distinct vocation, and might be assigned to someone else with the idea of concentration, so that one Commission may study, with the aid of others, these particular lines of examination, studying the matters scientifically and not going into them as so many of us now do as a matter of snap judgment. I have found Commissions that have been in existence for fifteen years who I think have no accurate data on which to base observations. It is only by scientific study of these things that we can attain perfection and make the examination of the maximum value. So it is the hope this year that we may assign to one Commission a set of examinations in respect of which they will perfect themselves, and then we can go to them and ask them for their suggestions, and adapt those suggestions to our peculiar local conditions.



The classification is intimately bound up with examinations. I now find by reading it that the scheme of classification in the Standard Law is the same scheme of classification proposed by your Committee. They are working independently, but they arrive at the same results, which is interesting. According to the Standard Law:

"The Commission shall ascertain and record the duties of each position in the Service which this Act provides shall be classified and graded, and wherever it appears that two or more positions in a Service have duties which are substantially similar in respect to the authority, responsibility and character of work required in the performance thereof, they shall be placed in the same grade, which the Commission shall designate by a title indicative of such duties. Grades having duties of the same general nature and in the same line of promotion shall be placed in the same class, and the lines of promotion definitely specified."

A class then is a vocation and a grade is a subdivision of a vocation, depending upon the authority and responsibility attached thereto. We find in reviewing the reports of Commissions throughout the United States a great difference in terms. We find the words "division," "class," "rank," "grade," "group" mean exactly opposite things in many different Commissions. I have found when talking about a class that we were thinking of different things and were confused in consequence. To do away with that we suggest that all Commissions should work towards this scheme, that they should divide their Services into classes and eliminate divisions. There is no logical excuse for a division that we can find, and there is no use for it. We suggest that you divide the Service into vocations or classes, and subdivide the classes into grades.

Let me read what the Committee has written with regard to the objects and purpose of classification:

"First—To put together in units all positions in the Service, the performance of whose duties requires similar qualifications and abilities, and to give these units titles that most nearly describe the duties of the positions coming within them, for the purpose of giving the Civil Service Commission a clear conception of the employment needs of the organization it has to serve.

"Second—To give a description or a typical illustration of the specific duties of each unit, so that a clear conception may be had of the requirements of the position or positions falling within that unit. This description should be accompanied by a list of qualifications necessary to the successful performance of those duties, together with a notation of the compensation to be paid.

"Third—To set forth clearly the natural promotions that may be looked forward to by persons falling within any unit of the classification where the promotion depends upon a greater experience and a higher degree of proficiency in that line of work. Promotion to any other line of work must always be at the selection of the employee and must be provided for in the requirements of the position to which promotion is sought."

I desire to call attention to that last sentence and its difference from the Standard Law. The Committee proceeds:

"Fourth—To provide, for the information of the general public and employees in the Service, a convenient summary of the various kinds of employments in the Service; the qualifications necessary for appointment thereto; the compensation paid; and the promotion that may be anticipated."



Going back to the last sentence in the third provision, I want to say that we provide that promotion may be from one vocation to another, providing the person in one vocation meets the preliminary requirements set forth in the other vocation, and that, it seems to me, is a sufficient restriction. The Model Law says that in each vocation or class you must list the positions that qualify for that class, and only people employed in vocations akin to that are eligible. You might as well leave the door open as confine it to a few specific classes to be predetermined by the Commission:

"The following form of classification has been worked out to fulfill the above purposes.

The Service is divided into classes of employment, each class representing positions the duties of which require the same or similar qualifications and abilities. A new class shall be created only when the duties to be performed are so different from the duties of any other class that an essentially different test of qualifications and abilities is necessary.

Each class is divided into grades based upon the relative importance of the duties, the degree of responsibility they impose, and the amount of previous experience necessary to their proper performance. A higher grade should be established only when the duties to be performed warrant a special determination of the capacity and ability of the persons who are to perform the duties in that higher grade."

Grades should not be too fine; they should be broad, and there should be a real reason for the grade. The classes are identified by C. A. Cutter's standard. The material in this classification was taken entirely from the New York Bureau of Standards, and I have used their wording almost entirely. The New York Bureau of Standards provides for grouping positions together which have some bonding unit. I do not know what the unit is. They use the expression professional service. Professional service includes doctors, accountants, engineers, bacteriologists, parasitical entomologists, and so on. You can see no one reason for binding these together, because to do so gives no idea of the scope of the Service; and I can see no object in doing so. We have eliminated that and arranged these alphabetically according to title and identified them by this particular scheme, using Cutter's table. I think a classification to be complete should give everybody a clear conception of what the requirements are. If you care to read this over you will see that this classification sets forth the preliminary requirements for each position, the salary limit and the periodical increase in pay.

### Conscientious Objector.

#### Exchange.

The Swedish drill-instructor was putting the men through it, and while the younger ones seemed to get on all right, one or two of the older men looked a bit puffed. At last one man, who had been younger in his day, told the instructor that he was too old for that sort of practice. "But how old are you?" "Forty-one next month," was the reply. "Why, the Romans used to do this sort of exercise at the age of sixty!" "Perhaps they did," said the private, "but I'm not a Roman—I'm a Wesleyan!"

### Put Him Out!

The lady lecturer had got her second wind. She was going strong.

"Yes," she cried, waving her arms, "women have been wronged for ages. They have suffered in a thousand ways."

She paused to let this momentous statement sink in.

"There is one way which they have never suffered," breathed a meek little man.

The lady lecturer fixed him with a baleful eye.

"And what way is that?" she hissed.

"They have never suffered in silence."—

Exchange.



**THE PRINCESS PATS.***(By D. Deans Henderson.)*

Hark! 'tis the tramp of many feet,  
And the sound of a drumming band;  
Canada's Capital gathered to meet  
The pride of Canada's land.

Sons of Canada, East and West,  
Lads who are strong and brave;  
Ready to die for the cause of right,  
And to sleep in an honoured grave.

Gracious Patricia names her men,  
Designating them "Her Own";  
Gloriously honoured name since them,  
By deeds of valour shown.

\* \* \* \* \*

Gray is the dawn on Neuve Chappelle,  
Where blood of men runs rife,  
Gray is the dawn on that dark hell,  
After the battle's strife.

Hard the struggle at Neuve Chappelle,  
Bloody and grim the fight,  
Many a German mother, they tell,  
Weeps for her son to-night.

Let us tribute pay to lads so grand,  
To their comrades raise our hats,  
In true respect for the noble stand  
Of the gallant "Princess Pats."

**TOO CANNY FOR THE THIEF**

A Scottish farmer was selling  
wool one day to a carrier, and after  
weighing it he went into the house  
to make out an invoice. When he  
came back he missed a cheese that  
had been standing on a shelf behind  
the outer door. Glancing at the bag  
of wool he observed that it had sud-  
denly increased in size.

"Man," he said to the carrier,  
"I hae clean forgot the weight o'  
that bag. Let's pit it on the scales  
ance mair."

The carrier could not well refuse.  
The bag was, of course, found to be  
heavier by the weight of the cheese

inside. A new invoice was made out,  
and the crestfallen carrier went his  
way.

The farmer's wife at once missed  
the cheese, and, rushing to the yard,  
told her husband that some thief had  
stolen it.

"Na, na, Meg." replied the farmer  
quickly. "I hae just selt the cheese  
for two shillin's the pound."

**FROM THE DEAD.**

Here where I lie so peacefully asleep  
I seem to hear the tears the mothers  
weep

For their dear dead boys murdered  
at the front,  
"Somewhere in France," or where  
they bore the brunt.

I do not know the day I went to  
God:—

Through flash of smoke and buried  
in the sod,

I saw the boys climb out upon the  
steep,

Then fell to dreaming in eternal  
sleep.

By those sweet lilies strewn above  
our head,

By all the sacrifice of all your dead,  
We sleeping ones, who died to keep  
your home,

Beseech you to remember days to  
come.

Nor let our closed eyes open with the  
dread

That, all forgetful of your million  
dead

You could annihilate your crucified  
Dead boys at hunger-stricken Hun's  
blood-tide.

War on, dear England and your al-  
lied blood;

We have our peace beneath the daisied  
sod,

But, lest we rise from out our soldier  
grave,

Don't dare give peace, would make the  
world Hun's slave.

—Lyndwode Pereira.



# THE POSTAL JOURNAL

*Edited under the auspices of the Postal Clerks' Association of the Dominion of Canada.*

VOL. III.

JULY 5, 1918.

No. 22

## Welcome to Toronto.

To all delegates to the Convention of Postal Clerks in session at Toronto for the week July 8th to 13th, a most hearty and sincere welcome is extended, not only to



S. H. TEASE,  
President, Dominion Postal Clerks'  
Association.

themselves personally, but also as an expression of fraternal good-will to the various branches they represent.

It is desired that they shall feel very much at home and in the midst of friends. Every step has been taken to make each hour that

can be spared from the business of the convention as pleasant as possible. So, Brother Delegate! do a lot of thinking on your way here, and your speeches will likely be shorter, better digested and more valuable; and Toronto branch will have the more opportunity to show you their beautiful "Queen City" and its equally beautiful environments. It is hoped every branch is sending its best available man or men to represent it and that the result of our deliberations may prove as profitable and satisfactory as have those of past conventions. Thrice welcome, Delegates!

The delegates to the convention are as follows:

R. Guy, Sr., and Jas. Keenan, Hamilton; C. Gardner and Geo. Grant, Regina; F. R. Sutton or W. Menzies, R. Neill, J. Atkinson and C. H. Johnson, Winnipeg; W. J. Johnson, Medicine Hat; H. S. Bell, Moose Jaw; J. N. Meagher, Halifax; Geo. M. Ferris, St. John; A. Venables and A. N. Other, Calgary; A. S. Black, Vancouver; R. D. Torbet, Saskatoon; W. J. Cantwell and R. E. Hall, Ottawa; E. W. Howey, Brantford; Geo. Lynch, Peterboro; Geo. B. Scott, Kingston; Miss N. Gillis, Port Arthur; A. Jacques, Jos. Hebert and E. Desjardins, Montreal; A. Carrothers, London; F. Kindelan and E. Gilbert, Quebec; Thos. Burnett, Charlottetown; H. D. Talbot, Edmonton; H. L. Doyle, Prince Albert; Jas. A. Milroy, Fort William; F. Corin, Victoria.

The officers of the D.P.C.A. are:

S. H. Tease, President, Winnipeg; A. E. Crate, Vice-President, Toronto; S. W. Foster, Organizing Secretary, Saskatoon; L. Pickup, Editor, Winnipeg; J. W. Green, Secretary-Treasurer, Winnipeg.

## A REVIEW.

(By S. H. Tease, President.)

The Convention at Toronto will mark the sixth milestone on the road of Association travel. Getting "off to a good start" at the first conference of representatives of the main western Canada offices, the initial success



has been more than maintained during the succeeding years. It was an enthusiastic, if small, body of men who, to use the language of the soldier, "went over the top," on that occasion and started the machine of postal reform on its victorious path. Since then at Edmonton, Vancouver, Regina, and Winnipeg,



J. W. GREEN,  
Secretary-Treasurer, Dominion Postal  
Clerks' Association.

our progress has shown to be not merely relative but absolute towards the goal which they were careful to set out in no mistakable form.

From the standpoint of the postal clerk the movement was long overdue. Perhaps in a country so comparatively young as this, where the distinctive characteristic of individualism is seen so prominently, it was not to be wondered at that each individual and each office held so long to an attitude of exclusiveness. There was no sense of unity—of oneness—among the body politic, and the interest of the service workers suffered as

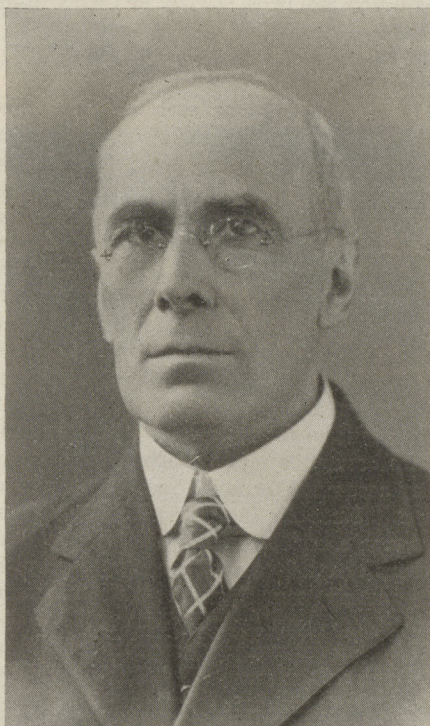
a whole to that extent. If the principle, "everyone for himself and the devil take the hindmost"—by the way, the first and never-failing fruits of the patronage system—has anything in its favour in the commercial world it is the relief that it inspires efforts tending to greater efficiency. However, true or otherwise that may be, and without expressing an opinion on the moral aspect of it, it requires very little argument to show the inevitably unjust results of its application in an institution where "pull and favour" too often took the place of loyal and meritorious service. In actual practice the "devil" usually got the best men, and the Department what was left.

It is, considerations such as these that compel men to think, and there was a good deal of unexpressed thinking throughout the service in western Canada prior to the Calgary convention. Since that time our activities have been, for one thing, a safety valve for a certain pent-up feeling of smoldering resentment of a system that few but perverted politicians could favour and none could defend. Among that few were the more highly placed officials themselves, the children of the system, and jealous of the power it placed within their hands. But if our activities brought a much needed safety valve, they accounted for much good of a material kind. Since its inception the Association has seen a marked improvement in our conditions of employment. Looking back over the past six years we note that the minimum salary has been raised from \$500.00 to \$600.00; statutory increases, which were then frequent and irregular, from \$50.00 to \$100.00 per annum provisional allowance (from Port Arthur west) of \$180 per annum on all salaries instead of on salaries up to \$800.00 only. Finally the War Bonus of last year and certainly whatever may result from this year's efforts. If the Association were to be judged by what has been accomplished in securing better financial conditions for the service—and unfortunately that is the only criterion in the eyes of some of our members—it has justified its existence in a manner that cannot be expressed in cold figures.

These figures are relative, of course, to our present status which recent and prospective conditions have rendered unsatisfactory. It is the expressed intention of the new Bill that "*The Commission* (Civil Service) shall, as



soon as practicable after the passing of this Act, after consultation with the several deputy heads and other principal officers *and employees* prepare schedules containing lists of the positions and the duties and salaries attached thereto and the salaries and increases or other remuneration that in the opinion of the Commission are necessary *and proper for the Outside Service*" etc. The italics are mine, and it will be seen that we have a right to believe the hope is well-



A. E. CRATE, Toronto,  
Vice-President, Dominion Postal  
Clerks' Association.

placed that we shall see at no distant date the conditions we have put up with so long materially improved.

A condition that must be insisted upon is a "Court of Appeal" wherein employees who consider themselves aggrieved by the decisions of local postmasters affecting their promotion and increase shall have the privilege of presenting their case. The present system, which virtually permits a postmaster to exercise arbitrarily his whim or

choice in such vital matters, has been seen in actual practice to be fraught with much injustice. This function the Commission may, perhaps, fulfil, but there is danger of their duties becoming so multifarious as to endanger their usefulness. We must also have our Departmental examinations placed upon a more uniform and scientific plane, and it is in matters such as these that this Association can and will assist the new Civil Service Commission in its labours.

Perhaps it would not be out of place here to express the hope that in the contemplated re-adjustment and consolidation of the Service regard will be shown to the new spirit abroad in the world of that deeper democracy which is an evidence of the better day ahead. If the end is kept in view of making conditions in the Service the best that are humanly possible consistent with sound business and common-sense administration, then, indeed, a new day will have dawned for the Service, the welfare of which we have all so much at heart.

### THE AGENDA.

Apart from resolutions bearing upon the constitution of the Association there are eleven resolutions to be dealt with by the Convention. Their diversified character exemplify the interest of the members in the conditions of employment in the several sections of the postal service. The resolution concerning the payment of employees while on sick leave will afford opportunity for Convention to protest against the present penalty imposed upon those who are temporarily unable to perform their office duties, and to recommend the appointment of Medical Inspectors by the Government. The proposal that there be installed at all large post offices proper cleaning facilities in the shape of vacuum plants should be readily accepted and acted upon by the Department. The least the Department can do is to carry out any plan that will safeguard the health of postal employees. But much can be done to prevent the efficiency of postal employees being impaired. Regular hours of labour and a generous period of annual leave obviously tend to improve the ability to labour.

It is observed that representatives of trade unions of the railway industry engaged



in negotiating for better conditions of labour are allowed free transportation to and from the place of meeting with representatives of the company concerned. In fact a clause granting such a privilege is invariably included in reports of Boards of Conciliation submitted to the Minister of Labour. There appears to be no reason why the Government should refrain from granting free transportation to postal employees who are delegated to visit the Capital or elsewhere to submit recommendations to proper authority for the good of the public service. The Convention will doubtless exhibit little hesitation in pledging itself to use every effort to have removed from the old Superannuation Act the palpable injustice to the dependents of those whose time of service is near expiration and who, to use the accepted term: "dies in harness." It would only be a human act to pay to the dependents of a departed servant of the public for thirty odd years the large sum of money he had compulsorily contributed to the Superannuation Fund.

We are having constantly impressed upon our minds the hope and assurance that the great war will be productive of a greater democracy; that the evolution of human aspirations and ideals will move more quickly toward their goal. Is it not logical to assume, then, that the power to reconstruct society, economically, socially and politically, will be vested in democracy itself—the majority of the people. The majority of the people are workers: artisans, professional men, and the "knights" of the pen. Only by the unification of their efforts and the election of men of their own class to the halls of legislation will the interests of the people be protected and advanced. We are not aware that there is a fundamental difference between the average wage earner and the Civil Servant. And the latter will be guilty of a crime nothing short of moral cowardice if he shirks the duty of joining hands with his

fellow workers in khaki or out of khaki in the onward march of humanity out of the darkness of ignorance and servitude into the light of economic, moral and intellectual freedom.

### NOTES FROM KINGSTON.

We have seen the proposed list of items for discussion at the forthcoming convention. We think that most of them will go through without much opposition or amendment, but how much farther they will go, time will tell. There is one item however that can be put through without supplication to anybody and that is affiliation with the Trades and Labour Congress of Canada. The United States Railway mail clerks have recently affiliated with the American Federation of Labour, and similar organizations to ours, such as the Commercial Telegraphers, have been members for a long time.

Our young lady clerks patriotically propose spending their spare time this summer in the way of Greater Food Production. They think, however, that they might be allowed a week or so to get rid of the resulting freckles, tan and sunburn.

Mr. George Scott, a clerk with over ten years experience to his credit, becomes our delegate to the Toronto convention.

Both the Government and Mr. Lemon are to be congratulated upon the latter's promotion to the important position of Postmaster of Toronto. It is good to know that the way of promotion from the lowest to the highest grades lies open to any employee who has the necessary knowledge, merit and ability. The Government is congratulated upon its adherence to the principle of "promotion by merit." We offer our best wishes to Mr. Lemon.

One of our clerks is spending his vacation fishing off one of the Thousand Islands nearby, and according to reports coming back there is need of a fish controller.

### EDISON'S EXAMPLE.

Invited by the President to Washington to meet the members of the Franco-British mission Thomas Edison replied that he was too busy. Urged to go again by the statement that the delegates were very anxious

to meet him, Edison retorted that he was too busy. The secretary of war wired Edison asking him to come as a personal favor. The inventor replied that he was too busy. This is refreshing. At least one man knows enough to stick to the job in hand and forego pleasantries.



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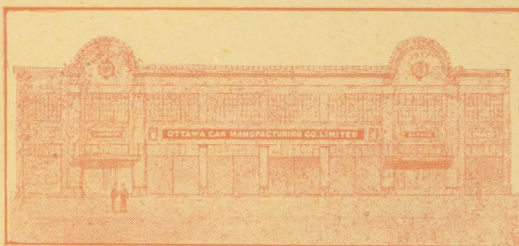
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